

Session 122 - (2017-2018)

H 3865 General Bill, By Bernstein, Delleney, Ridgeway, King, Whipper, J.E. Smith and Knight

Summary: SC Pregnancy Accommodations Act

A BILL TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, SO AS TO ENACT THE "SOUTH CAROLINA PREGNANCY ACCOMMODATIONS ACT"; TO AMEND SECTION 1-13-30, RELATING TO DEFINITIONS UNDER THE SOUTH CAROLINA HUMAN AFFAIRS LAWS, SO AS TO REVISE THE TERMS "BECAUSE OF SEX" OR "ON THE BASIS OF SEX" USED IN THE CONTEXT OF EQUAL TREATMENT FOR WOMEN AFFECTED BY PREGNANCY, CHILDBIRTH, OR RELATED MEDICAL CONDITIONS; TO AMEND SECTION 1-13-80, AS AMENDED, RELATING TO UNLAWFUL EMPLOYMENT PRACTICES OF AN EMPLOYER, SO AS TO ADD CERTAIN OTHER UNLAWFUL EMPLOYMENT PRACTICES IN REGARD TO FAILURE TO PROVIDE REASONABLE ACCOMMODATIONS FOR AN APPLICANT FOR EMPLOYMENT OR EMPLOYEE WITH LIMITATIONS BECAUSE OF PREGNANCY, CHILDBIRTH, OR RELATED MEDICAL CONDITIONS, AND TO PROVIDE FOR NOTICE AND APPLICABILITY TO EMPLOYEES TO WHOM THE ABOVE PROVISIONS APPLY; AND TO PROVIDE NO LATER THAN TWO YEARS AFTER THE EFFECTIVE DATE OF THIS ACT, THE SOUTH CAROLINA HUMAN AFFAIRS COMMISSION SHALL PROMULGATE REGULATIONS, WHICH SHALL IDENTIFY SOME REASONABLE ACCOMMODATIONS ADDRESSING KNOWN LIMITATIONS RELATED TO PREGNANCY, CHILDBIRTH, OR RELATED MEDICAL CONDITIONS THAT MUST BE PROVIDED TO A JOB APPLICANT OR EMPLOYEE, UNLESS THE EMPLOYER CAN DEMONSTRATE THAT DOING SO WOULD IMPOSE AN UNDUE HARDSHIP.

02/28/17	House	Introduced and read first time (House Journal-page 37)
02/28/17	House	Referred to Committee on Judiciary (House Journal-page 37)
03/22/17	House	Member(s) request name added as sponsor: King
03/29/17	House	Committee report: Favorable with amendment Judiciary (House Journal-page 43)
03/30/17	House	Member(s) request name added as sponsor: Whipper, J.E.Smith
04/04/17	House	Requests for debate-Rep(s). GR Smith, Loftis, Forester, Magnuson, Bernstein, Toole, Hiott, Crosby, S. Rivers, Davis, Hosey, Taylor, Finlay, Erickson (House Journal-page 20)
04/04/17	House	Member(s) request name added as sponsor: Knight
04/04/17	House	Amended (House Journal-page 52)
04/04/17	House	Read second time (House Journal-page 52)
04/04/17	House	Roll call Yeas-52 Nays-50 (House Journal-page 57)
04/05/17	House	Read third time and sent to Senate
04/05/17	Senate	Introduced and read first time
04/05/17	Senate	Referred to Committee on Judiciary